

A G E N D A
GRANT COUNTY PUBLIC UTILITY DISTRICT
14353 Highway 243 South - Hydro Office Building
Beverly, Washington
COMMISSION MEETING
Tuesday, March 26, 2024

An Executive Session may be called at any time for purposes authorized
by the Open Public Meetings Act

- 8:30 a.m.** Executive Session
- 9:00 a.m.** Commission Convenes
Review and Sign Vouchers
- 9:30 a.m.** Reports from staff
- 12:00 Noon** Lunch
- 1:00 p.m.** Safety Briefing
Pledge of Allegiance
Attendance
Public requests to discuss agenda items/non-agenda items
Correspondence
Business Meeting

1. Consent Agenda

Approval of Vouchers

Meeting minutes of March 12, 2024

2. Regular Agenda

3. Review Items For Next Business Meeting

XXXX – Resolution Adopting a Revised Schedule of Non-Bargaining Unit Positions and Superseding Resolution No. 8971.

4. Calendar

5. Reports from Staff (if applicable)

Adjournment

CONSENT AGENDA

Draft – Subject to Commission Review

REGULAR MEETING OF PUBLIC UTILITY DISTRICT NO. 2 OF GRANT COUNTY

March 12, 2024

The Commission of Public Utility District No. 2 of Grant County, Washington, convened at 8:30 a.m. at Grant PUD's Main Headquarters Building, 30 C Street SW, Ephrata, Washington and via Microsoft Teams Meeting / +1 509-703-5291 Conference ID: 614 157 417# with the following Commissioners present: Tom Flint, President; Terry Pyle, Vice-President; Larry Schaapman, Secretary; Judy Wilson, Commissioner and Nelson Cox, Commissioner (via Microsoft Teams).

An executive session was announced at 8:30 a.m. to last until 8:55 a.m. to review performance of a public employee pursuant to RCW 42.30.110(1)(g), to discuss pending litigation pursuant to RCW 42.30.110(1)(i) and to discuss lease or purchase of real estate if disclosure would increase price pursuant to RCW 42.30.110(1)(b). The executive session concluded at 8:55 a.m. and the regular session resumed.

The Commission convened to review vouchers and correspondence.

The Commission recessed at 9:05 a.m.

The Commission resumed at 9:30 a.m.

A round table discussion was held regarding the following topics: request for total number of Grant PUD licensed fleet vehicles; brief discussion regarding addition of an electric vehicle to existing fleet; and Commission appreciation expressed to Rich Wallen, GM/CEO, for leadership displayed during yesterday's customer meeting.

Tom Dresser, Manager of Fish and Wildlife, presented the Fish and Wildlife Report.

Brett Lenz, Manager of Cultural Resources, reviewed the Cultural Resources Program Report.

Trade association and committee reports were reviewed.

The Commission calendar was reviewed.

The Commission recessed at 10:40 a.m.

The Commission resumed at 10:50 a.m.

An executive session was announced at 10:50 a.m. to last until 12:55 p.m. to review performance of a public employee pursuant to RCW 42.30.110(1)(g), to discuss pending litigation with legal counsel present pursuant to RCW 42.30.110(1)(i) and to discuss lease or purchase of real estate if disclosure would increase price with legal counsel present pursuant to RCW 42.30.110(1)(b). The executive session concluded at 12:55 p.m. and the regular session resumed.

Email correspondence was noted received from Jason Pratt, Washington State Department of Transportation Assistant Maintenance & Operations Superintendent, regarding the Vantage Bridge Emergency Management Plan.

Consent agenda motion was made Mr. Schaapman and seconded by Mrs. Wilson to approve the following consent agenda items:

Payment Number	140666	through	141132	\$10,831,256.55
Payroll Direct Deposit	233807	through	234617	\$2,487,987.52
Payroll Tax and Garnishments	20240306A	through	20240306B	\$1,056,885.14

Meeting minutes of February 27, 2024.

Special meeting minutes of March 8, 2024.

Special meeting minutes of March 11, 2024.

After consideration, the above consent agenda items were approved by unanimous vote of the Commission.

Resolution No. 9045 relative to awarding a contract was presented to the Commission. Motion was made by Mr. Schaapman and seconded by Mr. Pyle to approve Resolution No. 9045. After consideration, the motion passed by unanimous vote of the Commission.

RESOLUTION NO. 9045

A RESOLUTION ACCEPTING A BID AND AWARDING CONTRACT 130-12121, FOR
DISTRIBUTION LINE TREE TRIMMING AND REMOVAL SERVICES TO DECEMBER 31, 2024

Recitals

1. Bids were publicly opened on January 25, 2024 for Contract 130-12121, for Distribution Line Tree Trimming and Removal Services to December 31, 2024;
2. Bid proposals were received from the following suppliers/contractors and evaluated by Grant PUD's staff;
 - Basin Tree Service and Pest Control, Inc. \$2,069,688.45
3. The low bid, submitted by Basin Tree Service and Pest Control, Inc. is both commercially and technically compliant with Grant PUD's contract requirements;
4. The bid is less than the Engineer's Estimate of \$1,800,000.00 plus 15%; and
5. Grant PUD's Senior Manager of Power Delivery Construction Maintenance and Chief Operating Officer concur with staff and recommend award to Basin Tree Service and Pest Control, Inc. as the lowest responsible and best bid based on Grant PUD's plan and specifications.

NOW, THEREFORE, BE IT RESOLVED by the Commission of Public Utility District No. 2 of Grant County, Washington, that the General Manager is authorized to enter into a contract, Contract 130-12121, for Distribution Line Tree Trimming and Removal Services to December 31, 2024 with Basin Tree Service and Pest Control, Inc. of Ephrata, Washington in the amount of \$2,069,688.45 plus applicable sales tax, upon receipt of the required payment and performance bond in a manner satisfactory to Grant PUD's Counsel.

PASSED AND APPROVED by the Commission of Public Utility District No. 2 of Grant County, Washington, this 12th day of March, 2024.

Resolution No. 9046 relative to establishing a letter of credit and line of credit facility was presented to the Commission. Motion was made by Mr. Schaapman and seconded by Mr. Pyle to approve Resolution No. 9045. After consideration, the motion passed by unanimous vote of the Commission.

RESOLUTION NO. 9046

RESOLUTION OF THE COMMISSION OF PUBLIC UTILITY DISTRICT NO. 2 OF GRANT COUNTY,
WASHINGTON, ESTABLISHING A LETTER OF CREDIT AND LINE OF CREDIT FACILITY AND
PROVIDING FOR THE ISSUANCE AND SALE OF SUBORDINATE ELECTRIC SYSTEM REVENUE
NOTES TO EVIDENT THE DISTRICT'S OBLIGATIONS UNDER THE RELATED CREDIT
AGREEMENT; PROVIDING THE FORM AND TERM OF THE NOTES; AND AUTHORIZING OTHER
MATTERS RELATED THERETO

The Commissioners reviewed future agenda items.

Motion was made by Mr. Schaapman and seconded by Mr. Pyle authorizing payment of non-compliant purchase from Just Right Cleaning and Construction (JRCC), invoice dated January 30, 2024, in the amount of \$19,639.48. After consideration, the motion passed by unanimous vote of the Commission.

A Financial Statement Suite was presented to the board with the following presenters presenting on specific topics:

- Jennifer Sager, Senior Manager of Accounting, reviewed the Finance/Business Services Quarterly Finance Report (QFR).
- Charles Meyer, Managing Director of Enterprise Technology, reviewed the Enterprise Technology Quarterly Finance Report (QFR) and the Enterprise Technology Capital Budget versus Actuals Report.
- Fallon Long, Managing Director of Integrated Operational Services, reviewed the Integrated Operational Services Quarterly Finance Report (QFR) and the Integrated Operational Services Capital Budget versus Actuals Report.
- Randi Hovland, Executive Services Supervisor/Clerk of the Board, reviewed the Executive Services Quarterly Finance Report (QFR).
- Chris Roseburg, Senior Manager of Operational Excellence, reviewed the Business Advancement Quarterly Finance Report (QFR).
- Chuck Allen, Senior Manager of External Affairs and Communications, reviewed Customer Services and Communications Quarterly Finance Report (QFR).
- Rich Flanigan, Senior Manager of Wholesale Marketing and Supply, reviewed the Customer/Market Analytics Quarterly Finance Report (QFR).
- Thomas Stredwick, Senior Manager of Employee Experience, reviewed the Employee Services Quarterly Finance Report (QFR).
- Jacob Johnson, Electric Shop Supervisor, reviewed the Fiber Quarterly Finance Report (QFR) and the Wholesale Fiber Capital Budget versus Actuals Report.
- Ron Alexander, Director of Power Delivery, reviewed the Power Delivery Quarterly Finance Report (QFR) and the Power Delivery Capital Budget versus Actuals Report.
- Ben Pearson, Senior Manager of Hydro Generation, reviewed the Power Production Quarterly Finance Report (QFR) and the Power Production Capital Budget versus Actuals report.

Jennifer Sager, Senior Manager of Accounting; Angelina Johnson, Senior Manager of Treasury and Financial Planning; and Bryndon Ecklund, Lead Financial Analyst; reviewed the Financial Reports.

Resolution No. 9047 relative to emergency situations specific to transmission studies and planning services was presented to the Commission. Motion was made by Mr. Schaapman and seconded by Mr. Pyle to approve Resolution No. 9047. After consideration, the motion passed by unanimous vote of the Commission.

RESOLUTION NO. 9047

A RESOLUTION ALLOWING GRANT PUD'S MANAGER/CEO TO ACT ON BEHALF OF GRANT PUD IN EMERGENCY SITUATIONS SPECIFIC TO CONTRACTING OF ENGINEERING SERVICES FOR TRANSMISSION STUDIES AND PLANNING

Recitals

1. Emergency situations for purposes of this resolution will mean an emergency that requires the immediate execution of the work involved so the public interest or property of the Grant PUD will not suffer material injury or damage by delay associated with immediate transmission study ability;
2. RCW 39.80.060 allows an exception waiver for procurement of architectural and engineering services under emergency work situations;
3. This waiver will allow for the direct hire of contract engineering support for the purpose of Transmission Studies and Planning to evaluate the operation of Grant PUD's transmission grid; and
4. Pursuant to RCW 39.80.060, Grant PUD's General Manager/CEO recommends declaring an emergency and authorizing one-time acquisition of services that will allow Grant PUD to

immediately procure architectural and engineering services to support evaluation and operation of Grant PUD’s transmission system.

NOW, THEREFORE, BE IT RESOLVED by the Commission of Public Utility District No. 2 of Grant County, Washington, that a one-time procurement acquisition of a single engineering resource specific to Transmission Studies and Planning is hereby granted.

PASSED AND APPROVED by the Commission of Public Utility District No. 2 of Grant County, Washington, this 12th day of March, 2024.

There being no further business to discuss, the Commission adjourned at 3:10 p.m. on March 12 and reconvened on Sunday, March 17 at 10:00 a.m. at the Wanapum Village Long House, 29086 Highway 243 S, Mattawa, Washington for the purpose of attending the First Food Root Feast Ceremony and any other business that may come before the Commission with the following Commissioners present: Tom Flint, Judy Wilson, and Nelson Cox. A copy of the notice of adjournment was posted to the Grant PUD website.

There being no further business to discuss, the Commission adjourned at 12:00 p.m. on March 17 and reconvened on Tuesday, March 19 at 8:30 a.m. at Grant PUD’s Main Headquarters Building / Olive Garden Restaurant (5:30 p.m.), 30 C Street SW / 615Valley Mall Parkway (5:30 p.m.), Ephrata, Washington / Wenatchee, Washington (5:30 p.m.) for the purpose of holding a workshop (Ephrata) and attending a dinner meeting with Mid-C Commissioners and General Managers (Wenatchee) and any other business that may come before the Commission with the following Commissioners present: Tom Flint, Terry Pyle, Larry Schaapman, Judy Wilson, and Nelson Cox. A copy of the notice of adjournment was posted to the Grant PUD website.

An executive session was announced at 11:20 a.m. to last until 12:55 p.m. to discuss lease or purchase of real estate if disclosure would increase price with legal counsel present pursuant to RCW 42.30.110(1)(b), to review performance of a public employee pursuant to RCW 42.30.110(1)(g), and to discuss pending litigation with legal counsel present pursuant to RCW 42.30.110(1)(i). The executive session concluded at 12:55 p.m. and the regular session resumed.

An executive session was announced at 3:00 p.m. to last until 3:15 p.m. to discuss potential litigation pursuant to RCW 42.30.110(1)(i). The executive session concluded at 3:15 p.m. and the regular session resumed.

The Commission recessed at 3:15 p.m.

The Commission resumed at 5:30 p.m.

There being no further business to discuss, the Commission adjourned at 8:00 p.m. on March 19 and reconvened on Monday, March 25 at 1:00 p.m. at the Moses Lake Municipal Airport, 11905 Road 4 NE #28, Moses Lake, Washington for the purpose of discussing legislative opportunities and transmission planning and any other business that may come before the Commission with the following Commissioners present: Tom Flint, Terry Pyle, Larry Schaapman, Judy Wilson, and Nelson Cox. A copy of the notice of adjournment was posted to the Grant PUD website.

There being no further business to discuss, the March 12, 2024 meeting officially adjourned at 3:00 p.m. on March 25, 2024.

Tom Flint, President

ATTEST:

Larry Schaapman, Secretary

Terry Pyle, Vice President

Judy Wilson, Commissioner

Nelson Cox, Commissioner

REGULAR AGENDA

For Commission Review – 03/26/2024

RESOLUTION NO. XXXX

A RESOLUTION ADOPTING A REVISED SCHEDULE OF NON-BARGAINING UNIT POSITIONS AND SUPERSEDING RESOLUTION NO. 8971

Recitals

- 1. Resolution No. 8971 adopted September 14, 2021, increased the Non-Unit Salary Plan by 10%.
- 2. Pursuant to RCW 54.16.100 the Grant PUD Manager recommends the Commission adopt the scale of salaries to be paid for the different classes of service as set forth in the attached Exhibit A.

NOW, THEREFORE, BE IT RESOLVED by the Commission of Public Utility District No. 2 of Grant County, Washington, as follows:

Section 1. The salary plan as set forth in Exhibit A is hereby approved and adopted.

Section 2. The Manager is authorized to make temporary changes in the salary plan of non-bargaining unit employees under their direction, until revision of the salary plan by Grant PUD’s Commission, to resolve individual situations such as the addition of new job tiles or grade changes for existing job titles. All salary adjustments shall have prospective effect only.

Section 3. Resolution No. 8971 is hereby superseded, and this resolution supersedes any other resolutions which are inconsistent with this resolution.

BE IT FURTHER RESOLVED that Resolution No. 8971 is hereby superseded.

PASSED AND APPROVED by the Commission of Public Utility District No. 2 of Grant County, Washington, this 9th day of April, 2024.

President

ATTEST:

Secretary

Vice President

Commissioner

Commissioner

GRANT COUNTY PUBLIC UTILITY DISTRICT No. 2 - NON-BARGAINING UNIT SALARY PLAN
Effective: 04/09/2024

Exhibit "A" - Resolution XXXX

Grade Level	Minimum Weekly Annualized	Bi-Weekly Annualized	Market Point Bi-Weekly Annualized	Maximum Bi-Weekly Annualized	Job Title
1	16.28	22.87	32.67		Administrative Clerk
	1,188.00	1,829.52	2,613.60		Cultural Project Worker
	30,888.00	47,567.52	67,953.60		Reservoir Patrol Student Helper/Student Intern
2	24.66	34.52	37.98		Accounting Assistant
	1,972.96	2,761.44	3,038.64		Cultural Resource Specialist I
	51,296.96	71,797.44	79,004.64		
3	26.13	36.58	40.24		Administrative Assistant
	2,090.00	2,926.00	3,219.04		HR Coordinator I
	54,340.00	76,076.00	83,695.04		Records Compliance Specialist
4	27.68	38.74	42.61		Cultural Resource Specialist II
	2,214.08	3,099.36	3,409.12		Internal Communications Specialist I
	57,566.08	80,583.36	88,637.12		Lands/Recreation Technician
5	29.36	41.10	45.21		Accounting Specialist
	2,348.72	3,287.68	3,616.80		Biologist
	61,066.72	85,479.68	94,036.80		Cultural Resource Specialist III Data Analyst HR Coordinator II Security Specialist
6	31.12	43.57	47.93		Associate Engineer Standards
	2,489.52	3,485.68	3,834.16		Employee Experience Administrator
	64,727.52	90,627.68	99,688.16		Energy Services Specialist I HR Generalist I HRIS Analyst I Procurement Officer I Records Officer Regulatory Specialist I Training Specialist I
7	33.00	46.20	50.82		Asset Management Coordinator
	2,640.00	3,696.00	4,065.60		Business Analyst I
	68,640.00	96,096.00	105,705.60		Control System Analyst Engineer I Executive Assistant GIS Analyst Program Specialist Safety Coordinator Technical Writer
8	34.97	48.96	53.86		Accountant
	2,797.52	3,916.88	4,308.48		Accounting Systems Analyst
	72,735.52	101,838.88	112,020.48		Business Systems Analyst Change Coordinator I Communications Specialist Customer Program Coordinator Customer Service Program Coordinator Customer Solutions Systems Analyst Customer Strategist Energy Services Specialist II Engineering Assistant HR Generalist II HRIS Analyst II Internal Communications Specialist II Joint Use Specialist Procurement Officer II Product Strategist Project Coordinator Project Specialist I Regulatory Specialist II Security System Administrator Senior Data Analyst Software Test Engineer

GRANT COUNTY PUBLIC UTILITY DISTRICT No. 2 - NON-BARGAINING UNIT SALARY PLAN
Effective: 04/09/2024

Exhibit "A" - Resolution XXXX

Grade Level	Minimum Weekly Annualized	Bi-Monthly Market Point Bi-Weekly Annualized	Maximum Bi-Weekly Annualized	Job Title
9	37.07	51.91	57.10	Archaeologist
	2,965.60	4,152.72	4,568.08	Business Analyst II
	77,105.60	107,970.72	118,770.08	Change Coordinator II
				Data Architect
				Engineer II
				Lands Specialist
				IT Infrastructure Engineer
				Outside Fiber Plant Specialist
				Procurement Officer III
				Senior Biologist
			Senior Program Specialist	
			Software Engineer	
			Training Specialist II	
10	39.29	55.01	63.26	Asset Management Specialist
	3,143.36	4,400.88	5,060.88	Construction Inspector
	81,727.36	114,422.88	131,582.88	Customer Service Supervisor
				Customer Solutions Program Supervisor
				Desktop Engineer
				Employee Experience Specialist
				Executive Services Supervisor
				Fleet Maintenance Coordinator
				HR Generalist III
				HR Wellness Specialist
				Lead Accounting Systems Analyst
				Project Specialist II
				Public Affairs Officer
				Regulatory Specialist III
				Risk Analyst
				Senior Accountant
				Senior Business Systems Analyst
				Senior GIS Analyst
				Senior Internal Controls Specialist
				Senior Control Systems Analyst
			Supply Chain Analyst	
			Wanapum Interface Specialist	
11	41.62	58.28	67.01	Accounts Payable Supervisor
	3,329.92	4,662.24	5,360.96	Apprenticeship & Workforce Development Program Mgr
	86,577.92	121,218.24	139,384.96	Engineer III
				Financial Analyst
				HR Business Partner I
				Internal Communications Specialist III
				Lead Employee Experience Specialist
				Lead Program Specialist
				Legal Compliance Specialist
				Outside Fiber Plant Coordinator
				Payroll Supervisor
				Power Production Scheduler
				Project Manager
				Project Specialist III
				Research Economist
				Senior Auditor
				Senior Emergency Management Coordinator
				Senior Lands Specialist
				Senior IT Infrastructure Engineer
				Senior Safety Coordinator
			Senior Software Engineer	
			Senior Software Test Engineer	
12	44.14	61.80	71.06	Accounting Supervisor
	3,531.44	4,943.84	5,684.80	Budget & Reporting Specialist
	91,817.44	128,539.84	147,804.80	Change Manager I
				Construction & Maintenance Specialist
				Database Administrator
				DCS Control Technician
				Engineering Services Supervisor
				Executive Business Advisor
				Financial Reporting Analyst
				HRIS Administrator
				HR Business Partner II
				HR Compliance & Risk Analyst
				Lands and Permitting Services Supervisor
				Lead Biologist
				Lead Business Systems Analyst
				Lead IT Infrastructure Engineer
				License Implementation Supervisor
				Power Production Work Week Coordinator
				Project Specialist IV
				Security Supervisor
			Senior Archaeologist	
			Senior Data Architect	
			Senior DevOps Engineer	
			Senior Regulatory Specialist	
			Senior Training Coordinator	
			Service Desk Supervisor	
			Supply Chain Supervisor	
			Traditional Programs Supervisor	
			Water Sewer Specialist	

GRANT COUNTY PUBLIC UTILITY DISTRICT No. 2 - NON-BARGAINING UNIT SALARY PLAN
 Effective: 04/09/2024

Exhibit "A" - Resolution XXXX

Grade Level	Minimum Weekly Annualized	Bi-Weekly Annualized	Market Point Bi-Weekly Annualized	Maximum Bi-Weekly Annualized	Job Title
13	46.79	65.51	75.34		Advanced Metering & Billing Specialist
	3,743.52	5,240.40	6,027.12		Archaeology Supervisor
	97,331.52	136,250.40	156,705.12		Assistant Controller
					Change Manager II
					Cyber Security Engineer
					Debt & Financial Compliance Supervisor
					Engineer IV
					Engineering Services & Support Supervisor
					Enterprise Applications Supervisor
					Facilities Supervisor
					Fish and Wildlife Supervisor
					Fisheries Scientist
					Human Resources Supervisor
					Manager Emergency Preparedness
					Manager Grants Program
					Manager Learning & Development
					Manager Quality Assurance
					Organizational Development Supervisor
					Platform Operations Supervisor
					Project Specialist V
				Senior Asset Management Specialist	
				Senior Construction Inspector	
				Senior Customer Strategist	
				Senior Economist	
				Senior Financial Analyst	
				Senior Network Security Engineer	
				Senior Project Manager	
				Senior Risk Analyst	
				Senior Software Test Engineer	
				Telecommunications Engineer	
				Wanapum Interface Supervisor	
14	49.60	69.44	86.79		Business Development Manager
	3,967.92	5,555.44	6,943.20		Controller Accounting
	103,165.92	144,441.44	180,523.20		Dispatch Generalist
					Economist
					Engineer CSE IV
					Environmental Services Supervisor
					Key Accounts Manager
					Large Power Solutions Manager
					Manager Continuous Improvement Programs
					Manager Corrective Action Program
					Manager Fleet Maintenance
					Manager Procurement & Warehouse
					Project Services Supervisor
					Project Specialist VI
					Public Affairs Supervisor
					Quantitative Analyst
					Senior Policy Analyst
					Senior Product Strategist
					Systems Engineer
					Systems & Programming Supervisor
				Treasury Operations Supervisor	
				Term Marketer	
				Wanapum Liaison	
15	52.56	73.59	91.98		Electric Shop Supervisor
	4,204.64	5,887.20	7,358.56		Engineer V
	109,320.64	153,067.20	191,322.56		Lead Construction Inspector
					Lead Financial Analyst
					Lead Project Manager
					Line Office Supervisor
					Maintenance & Construction Supervisor
					Manager Asset Management
					Manager Budget & Reporting
					Manager Cultural Resources
					Manager Distribution Systems
					Manager Enterprise Risk Management
					Manager Facilities
					Manager Org Change Management
					Manager Security
					Manager Treasury Operations
					Operations Technical Advisor
					Plant Maintenance Supervisor
					Plant Operations Supervisor
					Program Manager Rates & Pricing
				Project Specialist VII	
				River Coordinator	
				Senior Fisheries Scientist	
				Senior Power Supply Analyst	
				Senior Term Marketer	
				System Operator Trainer	

GRANT COUNTY PUBLIC UTILITY DISTRICT No. 2 - NON-BARGAINING UNIT SALARY PLAN
Effective: 04/09/2024

Exhibit "A" - Resolution XXXX

Grade Level	Minimum Weekly Annualized	Bi-Weekly Annualized	Market Point Bi-Weekly Annualized	Maximum Bi-Weekly Annualized	Job Title
16	55.75	78.05	97.55		Chief Dam Safety Engineer
	4,459.84	6,243.60	7,803.84		Grid Optimization Manager
	115,955.84	162,333.60	202,899.84		Labor Relations Manager
					Lead Economist
					Lead Solution Architect
					Manager Distribution Systems
					Manager Employee Relations
					Manager HR Operations
					Manager Control System Engineer
					Manager Compliance
					Manager Engineering
					Manager Enterprise Applications
					Manager Enterprise Operations
					Manager Enterprise Project Portfolio Management
					Manager EPMO
					Manager Fish & Wildlife
				Manager Forecasting Planning & Analysis	
				Manager License Compliance and Lands Services	
				Manager Software Engineering	
				Manager Software Quality Assurance	
				Manager Telecom Engineering	
				Manager of Transmission Services	
				Plant Manager	
				Project Specialist VIII	
				Senior Manager Employee Experience	
				Senior Manager External Affairs	
				Senior Manager Supply Chain and Procurement	
				Senior Manager Customer Solutions	
				Senior Manager Internal Audit	
				Senior Manager Safety	
				Senior Quantitative Analyst	
				Staff Attorney I	
17	59.06	82.68	103.36		Manager Dispatch
	4,724.72	6,614.08	8,268.48		Project Specialist IX
	122,842.72	171,966.08	214,980.48		Senior Manager Accounting
					Senior Manager Environmental Affairs
					Senior Manager Control System Engineer
					Senior Manager Forecasting & Market Analytics
					Senior Manager Hydro Generation
					Senior Manager Industry & Market Research
					Senior Manager Net Power Reporting & Metrics
					Senior Manager Operational Excellence
					Senior Manager EPMO
					Senior Manager Power Delivery Const & Maint
					Senior Manager Power Delivery Engineering
					Senior Manager Power Production Engineering
				Senior Manager Product Development	
				Senior Manager Treasury & Financial Planning	
				Senior Manager Wholesale Services	
18	75.77	106.08	132.61		Director Power Delivery
	6,061.44	8,486.72	10,608.40		Director Power Production
	157,597.44	220,654.72	275,816.40		Project Specialist X
					Senior Manager Large Power Solutions
					Senior Manager Power Portfolio Strategy
					Senior Manager Wholesale Fiber
				Senior Manager Wholesale Marketing Supply	
				Staff Attorney II	
19	82.73	115.82	154.70		Chief Administrative Officer
	6,618.48	9,265.52	12,376.32		Chief Customer Officer
	172,080.48	240,903.52	321,784.32		Chief Financial Officer
					Chief Operating Officer
					Managing Director Energy Supply Management
				Managing Director Enterprise Technology	
				Managing Director Human Resources	
				Managing Director Integrated Operational Services	

Grade Ranges

Green titles denotes changes made to the salary plan throughout the year. The Manager is authorized to make temporary changes in the salary plan of non-bargaining unit employees under his direction, until revision of the salary plan by the Grant PUD's Commission, to resolve individual situations such as the addition of new job titles

Each grade within the non-union salary plan consists of the minimum bi-weekly salary, the market point bi-weekly salary and the maximum bi-weekly salary. Annual salaries are illustrative only.

GRANT COUNTY PUBLIC UTILITY DISTRICT No. 2 - NON-BARGAINING UNIT SALARY PLAN

Effective: 09/14/2021

Revised: 3/12/2024

Exhibit "A" - Resolution 8971

Grade Level	Minimum Weekly Annualized	Bi-Weekly Annualized	Market Point Bi-Weekly Annualized	Maximum Bi-Weekly Annualized	Job Title
1	16.28	20.79	29.70	2,376.00	Administrative Clerk
	1,188.00	1,663.20	2,376.00	2,376.00	Cultural Project Worker
	30,888.00	43,243.20	61,776.00	61,776.00	Lands-Recreation-Crew Reservoir Patrol Student Helper/Student Intern
2	22.42	31.38	34.53	2,762.40	Accounting Assistant
	1,793.60	2,510.40	2,762.40	2,762.40	Cultural Resource Specialist I
	46,633.60	65,270.40	71,822.40	71,822.40	
3	23.75	33.25	36.58	2,926.40	Administrative Assistant
	1,900.00	2,660.00	2,926.40	2,926.40	HR Coordinator I
	49,400.00	69,160.00	76,086.40	76,086.40	Records Compliance Specialist
4	25.16	35.22	38.74	3,099.20	Cultural Resource Specialist II
	2,012.80	2,817.60	3,099.20	3,099.20	Internal Communications Specialist I
	52,332.80	73,257.60	80,579.20	80,579.20	Lands/Recreation Technician
5	26.69	37.36	41.10	3,288.00	Accounting Specialist
	2,135.20	2,988.80	3,288.00	3,288.00	Biologist
	55,515.20	77,708.80	85,488.00	85,488.00	Cultural Resource Specialist III Data Analyst HR Coordinator II Security Specialist
6	28.29	39.61	43.57	3,485.60	Associate Engineer Standards
	2,263.20	3,168.80	3,485.60	3,485.60	Employee Experience Administrator
	58,843.20	82,388.80	90,625.60	90,625.60	Energy Services Specialist I HR Generalist I HRIS Analyst I Procurement Officer I Records Officer Regulatory Specialist I Training Specialist I
7	30.00	42.00	46.20	3,696.00	Asset Management Coordinator
	2,400.00	3,360.00	3,696.00	3,696.00	Business Analyst I Control System Analyst Engineer I Executive Assistant GIS Analyst
	62,400.00	87,360.00	96,096.00	96,096.00	Program Specialist Safety Coordinator Technical Writer
8	31.79	44.51	48.96	3,916.80	Accountant
	2,543.20	3,560.80	3,916.80	3,916.80	Accounting Systems Analyst Business Systems Analyst Change Coordinator I Communications Specialist Customer Program Coordinator Customer Service Program Coordinator Customer Solutions Systems Analyst Customer Strategist
	66,123.20	92,580.80	101,836.80	101,836.80	Employee Experience Specialist Energy Services Specialist II Engineering Assistant HR Generalist II HRIS Analyst II Internal Communications Specialist II Joint Use Specialist Procurement Officer II Product Strategist Project Coordinator Project Specialist I Regulatory Specialist II Security System Administrator Senior Data Analyst Software Test Engineer

GRANT COUNTY PUBLIC UTILITY DISTRICT No. 2 - NON-BARGAINING UNIT SALARY PLAN

Effective: 09/14/2021

Revised: 3/12/2024

Exhibit "A" - Resolution 8971

Grade Level	Minimum Weekly Annualized	Bi-Weekly Annualized	Market Point Bi-Weekly Annualized	Maximum Bi-Weekly Annualized	Job Title
9	33.70	47.19	51.91		Archaeologist
	2,696.00	3,775.20	4,152.80		Business Analyst II
	70,096.00	98,155.20	107,972.80		Change Coordinator II
					Data Architect
					Engineer II
					Executive Services Coordinator
					Executive Services Supervisor
					Lands Specialist
					Network Analyst
					IT Infrastructure Engineer
					Outside Fiber Plant Specialist
					Procurement Officer III
					Senior Biologist
					Senior Program Specialist
				Software Engineer	
				Training Specialist II	
10	35.72	50.01	57.51		Accounts Payable Supervisor
	2,857.60	4,000.80	4,600.80		Asset Management Specialist
	74,297.60	104,020.80	119,620.80		Business Analyst Supervisor
					Class & Compensation Specialist
					Construction Inspector
					Customer Service Supervisor
					Customer Solutions Program Supervisor
					Desktop Engineer
					Employee Experience Specialist
					Executive Services Supervisor
					Fleet Maintenance Coordinator
					HR Generalist III
					HR Wellness Specialist
					Lead Accounting Systems Analyst
					Project Specialist II
					Public Affairs Officer
					Regulatory Specialist III
					Risk Analyst
					Senior Accountant
					Senior Business Systems Analyst
				Senior GIS Analyst	
				Senior Internal Controls Specialist	
				Senior Software Test Engineer	
				Senior Control Systems Analyst	
				Supply Chain Analyst	
				Wanapum Interface Specialist	
11	37.84	52.98	60.92		Accounts Payable Supervisor
	3,027.20	4,238.40	4,873.60		Apprenticeship & Workforce Development Program Mgr
	78,707.20	110,198.40	126,713.60		Engineer III
					Financial Analyst
					HR Business Partner I
					Internal Communications Specialist III
					Lead Employee Experience Specialist
					Lead Program Specialist
					Legal Compliance Specialist
					Outside Fiber Plant Coordinator
					Payroll Supervisor
					Power Production Scheduler
					Project Manager
					Project Specialist III
					Research Economist
					Senior Auditor
					Senior Emergency Management Coordinator
					Senior Lands Specialist
					Senior Network Analyst
					Senior IT Infrastructure Engineer
				Senior Safety Coordinator	
				Senior Software Engineer	
				Senior Software Test Engineer	
12	40.13	56.18	64.60		Accounting Supervisor
	3,210.40	4,494.40	5,168.00		Budget & Reporting Specialist
	83,470.40	116,854.40	134,368.00		Change Manager I
					Construction & Maintenance Specialist
					Database Administrator
					DCS Control Technician
					Engineering Services Supervisor
					Executive Business Advisor*
					Financial Reporting Analyst
					HRIS Administrator
					HR Business Partner II
					HR Compliance & Risk Analyst
					Lands and Permitting Services Supervisor*
					Lead Biologist
					Lead Business Systems Analyst
					Lead IT Infrastructure Engineer
					License Implementation Supervisor*
					Parks & Recreation Supervisor*
					Power Production Work Week Coordinator
					Property Services Supervisor*
				Project Specialist IV	
				Security Supervisor	
				Senior Archaeologist	
				Senior Data Architect	
				Senior DevOps Engineer	
				Senior Regulatory Specialist	
				Senior Training Coordinator	
				Service Desk Supervisor	
				Supply Chain Supervisor	
				Supply Chain Logistics Supervisor	
				Traditional Programs Supervisor	
				Water Sewer Specialist	

GRANT COUNTY PUBLIC UTILITY DISTRICT No. 2 - NON-BARGAINING UNIT SALARY PLAN

Effective: 09/14/2021

Revised: 3/12/2024

Exhibit "A" - Resolution 8971

Grade Level	Minimum Weekly Annualized	Bi-Weekly Annualized	Market Point Bi-Weekly Annualized	Maximum Bi-Weekly Annualized	Job Title
13	42.54	59.55	68.49		Advanced Metering & Billing Specialist
	3,403.20	4,764.00	5,479.20		Archaeology Supervisor
	88,483.20	123,864.00	142,459.20		Assistant Controller
					Change Manager II
					Cyber Security Engineer
					Debt & Financial Compliance Supervisor
					Engineer IV
					Engineering Services & Support Supervisor
					Enterprise Applications Supervisor
					Facilities Supervisor
					Fish and Wildlife Supervisor
					Fisheries Scientist
					Human Resources Supervisor
14	45.09	63.13	78.90		Manager Emergency Preparedness
	3,607.20	5,050.40	6,312.00		Manager Grants Program
	93,787.20	131,310.40	164,112.00		Manager Learning & Development
					Manager Quality Assurance
					Organizational Development Supervisor
					Platform Operations Supervisor
					Project Specialist V
					Senior Asset Management Specialist
					Senior Construction Inspector
					Senior Customer Strategist
					Senior Economist
					Senior Financial Analyst
					Senior Network Security Engineer
				Senior Project Manager	
				Senior Risk Analyst	
				Senior Software Test Engineer	
				Telecommunications Engineer	
				Wanapum Interface Supervisor	
15	47.78	66.90	83.62		Business Development Manager
	3,822.40	5,352.00	6,689.60		Controller Accounting
	99,382.40	139,152.00	173,929.60		Dispatch Generalist
					Distribution-Systems-Supervisor
					Economist
					Engineer CSE IV
					Environmental Services Supervisor
					Key Accounts Manager
					Large Power Solutions Manager
					Manager Continuous Improvement Programs
					Manager Corrective Action Program
					Manager Fleet Maintenance
					Manager-Internal-Audit
				Manager Procurement & Warehouse	
				Project Services Supervisor	
				Project Specialist VI	
				Public Affairs Supervisor	
				Quantitative Analyst	
				Reliability-Compliance-Internal-Auditor	
				Senior Policy Analyst	
				Senior Product Strategist	
				Systems Engineer	
				Systems & Programming Supervisor	
				Treasury Operations Supervisor	
				Term Marketer	
				Wanapum Liaison	
15	47.78	66.90	83.62		Electric Shop Supervisor
	3,822.40	5,352.00	6,689.60		Engineer V
	99,382.40	139,152.00	173,929.60		Lead Construction Inspector
					Lead Financial Analyst
					Lead Project Manager
					Line Office Supervisor
					Maintenance & Construction Supervisor
					Manager Asset Management
					Manager Budget & Reporting
					Manager Cultural Resources
					Manager Distribution Systems
					Manager Enterprise Risk Management
					Manager Facilities
				Manager-IT	
				Manager-Lands & Recreation	
				Manager-License & Environmental-Compliance	
				Manager Org Change Management	
				Manager Security	
				Manager Treasury Operations	
				Operations Technical Advisor	
				Plant Maintenance Supervisor	
				Plant Operations Supervisor	
				Program Manager Rates & Pricing	
				Project Specialist VII	
				River Coordinator	
				Senior Fisheries Scientist	
				Senior Power Supply Analyst	
				Senior Term Marketer	
				System Operator Trainer	

GRANT COUNTY PUBLIC UTILITY DISTRICT No. 2 - NON-BARGAINING UNIT SALARY PLAN

Effective: 09/14/2021

Revised: 3/12/2024

Exhibit "A" - Resolution 8971

Grade Level	Minimum Weekly Annualized	Bi-Weekly Annualized	Market Point Bi-Weekly Annualized	Maximum Bi-Weekly Annualized	Job Title
16	50.68	70.95	88.68		Chief Dam Safety Engineer
	4,054.40	5,676.00	7,094.40		Manager Distribution Systems
	105,414.40	147,576.00	184,454.40		Manager Employee Relations
					Grid Optimization Manager
					Manager HR Operations
					Labor Relations Manager
					Lead Economist
					Lead Solution Architect
					Manager License Compliance and Lands Services
					Manager-AMO & Budgeting
					Manager Control System Engineer
					Manager Compliance
					Manager Engineering
					Manager Enterprise Applications
					Manager Enterprise Operations
					Manager Enterprise Project Portfolio Management
					Manager-Enterprise Risk Management
					Manager EPMO
					Manager Fish & Wildlife
					Manager Forecasting Planning & Analysis
					Manager-PMO
					Manager Software Engineering
					Manager Software Quality Assurance
					Manager Telecom Engineering
					Manager of Transmission Services
					Plant Manager
					Project Specialist VIII
					Senior Manager Employee Experience
					Senior Manager External Affairs
					Senior Manager Supply Chain and Procurement
					Senior Manager Customer Solutions
					Senior Manager Internal Audit*
					Senior Manager Safety
				Senior Quantitative Analyst	
				Staff Attorney I	
17	53.69	75.16	93.96		Manager Dispatch
	4,295.20	6,012.80	7,516.80		Manager-Human-Resources
	111,675.20	156,332.80	195,436.80		Plant Manager
					Project Specialist IX
					Senior Manager Accounting
					Senior Manager Environmental Affairs
					Senior Manager Control System Engineer
					Senior Manager Forecasting & Market Analytics
					Senior-Manager-Human-Resources
					Senior Manager Hydro Generation
					Senior-Manager-Internal-Services
					Senior Manager Industry & Market Research
					Senior Manager Net Power Reporting & Metrics
					Senior Manager Operational Excellence
					Senior-Manager-PMO
					Senior Manager EPMO*
					Senior Manager Power Delivery Const & Maint
				Senior Manager Power Delivery Engineering	
				Senior Manager Power Production Engineering	
				Senior Manager Product Development	
				Senior Manager Treasury & Financial Planning	
				Senior Manager Wholesale Services	
18	68.88	96.44	120.55		Managing-Director-Power-Delivery
	5,510.40	7,715.20	9,644.00		Managing-Director-Power-Production
	143,270.40	200,595.20	250,744.00		Director Power Delivery
					Director Power Production
					Project Specialist X
					Senior-Manager-External-Affairs-&Communications
					Senior-Manager-Employee-Experience
					Senior-Manager-Enterprise-Technology
					Senior-Manager-Forecasting-Planning-Analysis
					Senior Manager Large Power Solutions
					Senior-Manager-Leadership-&Org-Development
					Senior Manager Power Portfolio Strategy
					Senior-Manager-Rates-&Pricing
				Senior-Manager-of-Human-Resources	
				Senior-Manager-Treasury	
				Senior Manager Wholesale Fiber	
				Senior Manager Wholesale Marketing Supply	
				Staff Attorney II	
19	75.21	105.29	140.64		Assistant-General-Manager
	6,016.80	8,423.20	11,251.20		Chief Administrative Officer
	156,436.80	219,003.20	292,531.20		Chief Customer Officer
					Chief Financial Officer
					Chief Operating Officer
				Chief-Technology-Officer	
				Managing Director Energy Supply Management	
				Managing Director Enterprise Technology	
				Managing Director Human Resources	
				Managing-Director-Intentional-Power-Demand	
				Managing Director Integrated Operational Services	

Grade Ranges

Green titles denotes changes made to the salary plan throughout the year. The Manager is authorized to make temporary changes in the salary plan of non-bargaining unit employees under his direction, until revision of the salary plan by the Grant PUD's Commission, to resolve individual situations such as the addition of new job titles.

Each grade within the non-union salary plan consists of the minimum bi-weekly salary, the market point bi-weekly salary and the maximum bi-weekly salary. Annual salaries are illustrative only.

To ensure that salaries compare equitably with both market data and the responsibilities of other positions within a grade level, the Compensation & Benefits Oversight Committee has the authority to set salaries above the market point within a grade, but shall not exceed the salary range maximum assigned to the grade.

The reasons and terms and conditions of pay above the market point of the respective grade must be defined prior to the increase and reviewed and approved by the Compensation & Benefits Oversight Committee.

MEMORANDUM

March 14, 2024

TO: Richard Wallen, General Manager/Chief Executive Officer

FROM: Tod Ayers, Managing Director of Human Resources



SUBJECT: Updated Non-Bargaining Unit Salary Structure

Purpose: To request Commission approval of a 10% increase to the Non-Bargaining Unit Salary Plan.

Discussion: To reflect changes in the labor market, Human Resources routinely submits recommended updates to the overall Salary Plan. This proposal does not change wages, nor does it change labor expenses; it increases the potential range of salary for all positions on the Salary Plan by a fixed percentage. This allows Grant PUD to remain competitive in the labor market, directly supporting hiring new and retaining existing employees.

To develop a recommended increase, Human Resources conducted research on external market data and considered the following factors:

- Grant PUD last updated the Non-Bargaining Unit Salary Plan in September 2021. Since 2021, US inflation hit a 40-year high.
- Strategic Pillar #2 is *Sustaining our focus on engaged, empowered & enabled employees.*
- The 2024 Strategic Plan objective is to *design and sustain an engaging and fulfilling Grant PUD Culture. To meet the objective Grant PUD will recruit, develop, and retain a best-in-class workforce.*

Justification:

- The Employer Cost Index (ECI) increased 5.1% in 2022 and increased 4.2% in 2023 for a total increase of 9.3%.
- The western region Consumer Price Index increased 6.0% in 2022 and 3.6% in 2023 for a total increase of 9.6%.
- Internal compression is happening in some areas of the organization due to Bargaining Unit increases in the current Collective Bargaining Agreement:

Year	General Wage Increase Bargaining Unit	Apprenticeable Craft
1-Apr-23	8.00%	8.00%
1-Apr-24	3.00%	5.25%
1-Apr-25	3.00%	5.25%

Financial Considerations: This will not increase wages; it is simply a proposal to increase the salary range for each grade by 10%. Labor spending, including annual dollars budgeted for merit increases are budgeted and approved by the Commission annually.

Recommendation: Commission approval to increase the Non-Bargaining Unit Salary Plan by 10%.